Enlisted Retention Task Force Conference IX

Manpower and Reserve Affairs Department
Headquarters, U.S. Marine Corps
Quantico, VA

ERTF Conference IX Agenda

- FY01 FTAP After Action/FY02 FTAP Guidelines.
- FY02 STAP Guidance.
- Career Planning Update.
- CG Authority to Grant Reenlistments.
- Reenlistment Bonus Points.
- Uniform Reenlistment Incentive.
- Drug Waiver Board Results.
- PSEP- FTAP Mission Counting.

FY01 FTAP After Action / F s

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FTAP 01 Comparison

As of 010815

	FY00	FY01
• Goal	5787 (100%)	6118 (100%)
• Auth/Pend	58 (1.0%)	11 (0.2%)
• **Executed**	**5732 (99.0%)**	**6152 (100.5%)**
• Latmoves	660	982

FY01 FTAP Command Missioning

	FY01 Goal	Executed
LANT	2223	2067
PAC	3180	2960
MCCDC	258	243
T&E	217	245
MATCOM	40	40
RES	118	134
MCRC	13	17

FY02 FTAP Execution

- Utilize same blueprint from FY01. Emphasize discipline to reach success.
- Accept requests on 1 July 01. MARADMIN 304/01.
- SRB allocations: Sep 01.
- Missioning MARADMIN: Sep 01.
- CMC ALMAR: Sep 01.
- FY02 STAP/FTAP visit to MSC HQs by MP and MM: Aug/Sep 01.

FY02 FTAP Execution: Guidelines (MARADMIN 304/01)

- No early reenlistments.
- No reenlistments above Quality Reenlistment Program (QRP) allocations.
  - MMEA will continue QRP Board.
  - No higher than 105% in any MOS.
  - If a MOS has only a few numbers and any additional reenlistment above 100% will cause greater than 105%, one extra boatspace is authorized.
  - 150 total QRPs authorized.

FY02 FTAP Execution: Guidelines (MARADMIN 304/01)

- Lateral moves:
  - Not accepted until December 01; responses returned beginning 01 Jan 02.
    - Exceptions: 0211, 0241, 2336, 2823, 2834, 8421.
  - CG endorsement necessary whenever a Marine from a short MOS desires to latmove.
    - Instituted last year (CP Newsgram 1-01), reiterated in MARADMIN.

FY02 FTAP Execution

- To expedite Reenlistment/Lateral Move/Extension (RELM) requests for individual Marines:
  - Phonecon or Email.
  - CG authority.
  - MMEA visits.
  - Ensure RELM is properly filled out and includes all necessary attachments.
- MMEA average turnaround time:
  - 7.5 working days for career Marines.
  - 8.5 working days for first term Marines.

FY02 FTAP Incentives

- Selective Reenlistment Bonus.
  - Lump Sum.
  - Full 48 months.
  - Projected cut-off date: 31 Dec 01.
- Duty station.
- Adventure school seat.
- Lateral moves.
- Local initiatives.

Subsequent Term Alignment Plan (STAP) Status

MPP

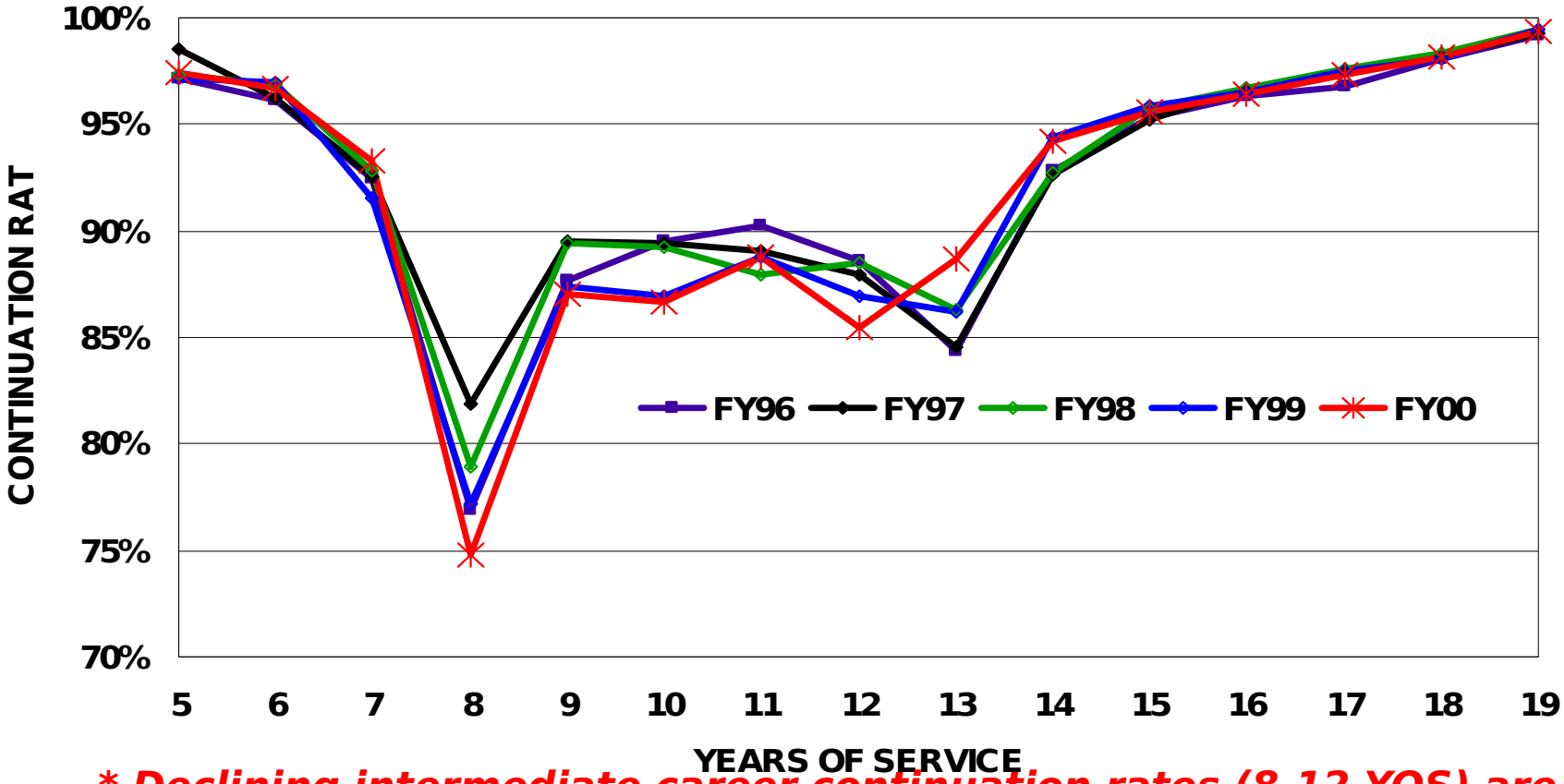
Problem: FTAP History / Trends

FY	EAS Pop.	FTAP#	Agg. % of EAS
93	24,301	3,264	13.42%
94	22,018	4,004	18.19%
95	20,943	4,057	19.37%
96	22,072	4,296	19.46%
97	24,000	4,600	19.17%
98	21,824	4,634	21.23%
99	23,832	5,472	22.87%
00	22,294	5,787	25.95%
01	23,051	6,068	26.32%
02*	23,000	6,400	27.83%

* 1st Term Alignment Requirements have increased for the past 9 years
* The available EAS population has remained relatively constant, therefore, the required reenlistment percentage has increased.

Problem:
Enlisted Career Force Retention

Fiscal Year Continuation Rates By Year of Service



**** Declining intermediate career continuation rates (8-12 YOS) are primary reasons for increasing FTAP requirements, * Intermediate retention deserves equal or more attention as FTAP***

Solution: STAP Objectives

1) Improve Manpower's mobility/ability to react to dynamically changing manpower requirements.
2) Define a career force target requirement by MOS that complements the FTAP.
3) A targeted MOS requirement enables a focused leadership retention effort of career force Marines.
4) A targeted MOS requirement provides a specific reenlistment goal and justification for a proactive B and C zone monetary incentive (SRBs).
5) Assists in more closely aligning promotion tempos across all MOSs.

Solution: Sample Output

MOS	Proj Reenl	% Proj Req Target
0369	528	90
633		
0621	33	102
33		
3043	233	102
233		
Total	6000	6500
4066	94	92
112		

Importance of STAP Implementation

- Retention's Deep Battle: STAP
- 26% of B Zone Marines are undecided about their future with the Marine Corps.
  - Initial FY01 Retention survey analysis.
  - Invest in the experience/loyalty of Career Force Marines.
- More Bang for the SRB Buck.
  - Retention propensity.
- We want/need to drive FTAP numbers…
  Cannot continue to be driven by these #s.

CMC Approved STAP Implementation: Mission STAP / Reduce FTAP

Assists in shaping the Career Force more closely to its requirements.

Immediate reduction of FY02 FTAP mission:

6400 ~~5900~~ ➡

Invests in the experience levels of Career Force Marines.

* Clearly signals the increased emphasis on retention of Career Force Marines.

SRB Implementation

	FY99	FY00	FY01	FY02*
SRB Init. Obligated/Avail.	$29.4 M	$49.4 M	$45.0 M	$47.6 M
Zone A Contracts (#)	2,077	2,359	2,988	3,000
Average $/Zone A Contract	$ 9,286	$13,247	$13,804	$10,000
Zone B/C Contracts	687	1,175	119	1,035
Average $/Zone B/C Contract	$14,773	$15,466	$31,438	$17,000

*** FY02 Planned SRB Distribution**

How Will STAP Work?

- Reenlistment targets are based upon career force requirements by MOS for E5s, E6s, and E7s who have EASs in FY02.
- Only those career force E5s, E6s, and E7s with FY02/03 EASs will count against the STAP target.
- SRB support available for first quarter of FY03 careerist EASers only. If money available, will extend SRB program duration.

Career Planner Update

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2001 Career Planner Conference

- **Classes:** T&R Man, 8421 School overview, Reenlistment/Extension/Latmoves (RELM) processing, FY01 FTAP Review/FY02 FTAP Execution, STAP, ERTF, ECFCs, Special Duty Assignments, SBP.
- **Working Groups:**
  - **8421 Structure.**
  - **8421 Advance Course.**
  - **Careerist Reenlistment Incentives.**
  - **Format standardization.**
- **Questionnaires:**
  - **Bonus Points for reenlistment.**
  - **CG authority to grant reenlistments.**

(24-26 July 2001)

2001 CMC Career Planner of the Year Award

- 7 nominees.
- Board held 13 Aug 01.
- Results are forthcoming via MARADMIN.

CG Authority to Grant Reenlistments

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Guidelines

- First term only.
- Must meet all reenlistment prerequisites.
- No adverse material (NJPs, Page 11, History of Wt Control, etc…)
- No waiver cases.
- Open MOSs only- QRPs done at MMEA.
- No lateral moves.

Guidelines (continued)

- 48 months only.
- Each of 7 MSC's may reenlist up to 20% of designated mission.
- Duty station incentive for retention on station or deferred duty station only. (No other incentives may be approved at CG level.)
- Must notify MMEA-6 via TFRS within 24 hours.

Reenlistment Bonus Points

MPP

COMPOSITE SCORE BONUS POINTS AS REENLISTMENT INCENTIVE

- Background
  - Promotion
  - LtGen Ayres
  - Pro/Cons
- BGen Johnson
- Suggestions

Uniform Reenlistment Incentive

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Update

- Proposal:
  - 1st Term: Dress Blue Coat
  - 2nd Term: NCO Sword
  - 3rd Term: SNCO Evening Dress
- Proposal shelved due to lack of funding/legal restrictions.
- IAW feedback from fleet, proposal will be reanalyzed.

Drug Waiver Board Results

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Drug Waiver Board

- CG's requested waivers for 6 cases.
- CMC directed M&RA to hold board.
- Board members:
  - 1 BGen
  - 1 Col
  - 2 LtCols
  - 2 Sgts Maj
  - 1 MGySgt
- Findings of board: 0 for 6
- CMC supported decision of board.

Prior Service Enlistment Program PSEP – FTAP Mission

MPP

PSEP Counting – The Way things were (FY01)

- Missions became unachievable after the first PSEP Marine took a FTAP boat space because they weren't missioned out.

EXAMPLE:

MOS	FTAP BS	Mission	PSEP
0311	100	100	10

- Best you could do (w/o QRPs) would be 90% (90/100 with 10 PSEPS) of mission in above example because PSEPS were not attributed to anyone's mission.

PSEP Counting – The Way things were (FY01)

- However:
  - Still had 1st quarter to make mission (PSEPS are not eligible to come back into the Corps via the FTAP during the 1st quarter of FY).
  - In reality, had through 3d quarter to complete most missions as reenlistment boatspaces were still out there from other commands who hadn't made mission in them.
- But we realize there was a problem so. . .

PSEP Counting – The Way things ARE (FY02)

- PSEPs will now be attributed to your mission on a fair share basis (by original mission percentage of MOS) as they execute at the FTAP.

MOS	FTAP BS	Mission	PSEP
0311	100	100	10

The 10 PSEPs above will be attributed to Command's mission giving Command 100 percent of mission (100/100 with 10 PSEPS).

**Note: Missions will still be generated based off EAS populations only.*

Enlisted Retention Task Force Conclusion

Col Wagner

Task Force Chairman